

## CNO 31 Major Achievements:

### 1) **Design 1.0 - Jan 2016**

[https://www.navy.mil/cno/docs/CNO\\_STG1.pdf](https://www.navy.mil/cno/docs/CNO_STG1.pdf)

The execution of this Design is built along four Lines of Effort that focus on warfighting, learning faster, strengthening our Navy team, and building partnerships. These lines of effort are inextricably linked and must be considered together to get a sense of the total effort.

### 2) **Future Navy - May 2017**

[https://www.navy.mil/navydata/people/cno/Richardson/Resource/Future\\_Navy.pdf](https://www.navy.mil/navydata/people/cno/Richardson/Resource/Future_Navy.pdf)

There is broad agreement that the current security environment is faster paced, more complex, and increasingly competitive. Time is an unforgiving characteristic of that environment - things are moving faster, including our competitors. More and more often you hear one word to describe the pace: exponential. In many ways, information technology is driving this.

### 3) **CNO Professional Reading Program**

[https://www.navy.mil/ah\\_online/CNO-ReadingProgram/](https://www.navy.mil/ah_online/CNO-ReadingProgram/)

The books on this list are those that have influenced my leadership development. It is our responsibility as leaders to continue to grow and to always question the status quo. These books have helped me do just that. If you find just one book on this list that challenges you as a leader, then it has been a success.

### 4) **Navy Leader Development Framework 1.0**

[https://www.navy.mil/submit/display.asp?story\\_id=98552](https://www.navy.mil/submit/display.asp?story_id=98552)

Strengthening and broadening leadership development is a key objective of the gold line of effort in "A Design for Maintaining Maritime Superiority," and the 10 page framework outlines how the Navy will develop leaders to demonstrate both operational excellence and strong character.

### 5) **Navy Leader Development Framework 2.0 - April 2018**

[https://www.navy.mil/cno/docs/NLDF\\_2.pdf](https://www.navy.mil/cno/docs/NLDF_2.pdf)

Effective Navy leaders demonstrate a deliberate commitment to grow personally and professionally throughout their careers. They work from a foundation of humility, embracing our core values of honor, courage, and commitment. They pursue excellence in accordance with our core attributes of integrity, accountability, initiative and toughness. They commit to improving competence and character in themselves and in their teams.

### 6) **One Navy Team Guidance - Sep 2016**

[https://www.navy.mil/navydata/people/cno/Richardson/Resource/One\\_Navy\\_Team\\_2016.pdf](https://www.navy.mil/navydata/people/cno/Richardson/Resource/One_Navy_Team_2016.pdf)

Respect for the dignity of all in the Navy Team, as well as our many partners, is essential to conducting ourselves according to our core attributes of accountability,

integrity, toughness and initiative, as the expression of our core values of honor, courage, and commitment.

7) **Navy Civilian Framework - Oct 2016**

[https://www.navy.mil/navydata/people/cno/Richardson/Resource/Navy\\_Civilian\\_Framework.pdf](https://www.navy.mil/navydata/people/cno/Richardson/Resource/Navy_Civilian_Framework.pdf)

As specified in U.S. Code, the United States Navy is charged with being ready to conduct "prompt and sustained combat incident to operations at sea." A Design for Maintaining Maritime Superiority Version 1.0 elaborates further on the changing environment in which this mission must now be conducted. We have entered a new age of competition, and a defining feature of that competition is the pace and complexity of change.

8) **Navy Family Framework - Nov 2017**

[https://www.navy.mil/cno/docs/Family\\_Framework.pdf](https://www.navy.mil/cno/docs/Family_Framework.pdf)

This Navy Family Framework describes the role that Navy families play in mission success, the responsibilities that the Navy has for our families, and outlines some organizational goals to enhance the mutual support between the Navy and our families.

9) **Design for Maintaining Maritime Superiority 2.0 - Dec 2018**

[https://www.navy.mil/navydata/people/cno/Richardson/Resource/Design\\_2.0.pdf](https://www.navy.mil/navydata/people/cno/Richardson/Resource/Design_2.0.pdf)

A Design for Maintaining Maritime Superiority, Version 1.0, released in January 2016 (Design 1.0), was explicitly intended to be assessed and, if necessary, revised to stay relevant. This update reflects the first reevaluation. There were three reasons we undertook this assessment.

10) **Rating Modernization - Sep 2016**

[https://www.navy.mil/submit/display.asp?story\\_id=96924](https://www.navy.mil/submit/display.asp?story_id=96924)

Following the completion of its review earlier this year, the Navy announced it will modernize all rating titles for Sailors with the establishment of a new classification system that will move towards occupational specialty codes similar to how the other services categorize skill sets.

11) **Sailor 2025 - June 2017**

[https://www.navy.mil/ah\\_online/deptStory.asp?issue=3&dep=6&id=101121](https://www.navy.mil/ah_online/deptStory.asp?issue=3&dep=6&id=101121)

The chief of naval operations new Ready Relevant Learning (RRL) initiative, led by the Naval Air Warfare Center Training Systems Division (NAWCTSD) under the direction of U.S. Fleet Forces Command, aims to deliver training at the right time, in the right place and in the right format for today's Sailors.

12) **Dynamic Force Employment - Dec 2018**

<https://navylive.dodlive.mil/2018/12/16/harry-s-truman-carrier-strike-group-completes-historic-deployment-welcome-home/>

Earlier this year, [Secretary of Defense James Mattis](#) introduced a new concept called [Dynamic Force Employment](#), which makes our naval force more agile and operationally unpredictable to our long-term strategic adversaries. As we enter a new era of great power competition, this strategy is radically reshaping the standard carrier strike group deployment as we have come to know it.

**13) MQ-25 Contract - Dec 2018**

<https://www.naval-technology.com/features/mq-25-stingray-drone-navy/>

Boeing Defense, Space & Security recently won a hotly contested contract to design, develop, fabricate, test, deliver, and support four MQ-25A Stingray unmanned air vehicles (UAVs), integrating them into the aircraft carrier air wing, something the US Navy has been looking at for some time.

**14) C2F Stand-Up - Aug 2018**

[https://www.navy.mil/submit/display.asp?story\\_id=106837](https://www.navy.mil/submit/display.asp?story_id=106837)

Chief of Naval Operations Adm. John Richardson presided over a ceremony establishing U.S. 2nd Fleet and naming Vice Adm. Andrew “Woody” Lewis as the commander during a ceremony aboard the nuclear aircraft carrier USS George H.W. Bush (CVN 77), Aug. 24, at Naval Station Norfolk, Virginia.

**15) U.S., U.K., Japan Trilat - Oct 2016**

[https://www.navy.mil/submit/display.asp?story\\_id=97273](https://www.navy.mil/submit/display.asp?story_id=97273)

Chief of Naval Operations (CNO) Adm. John Richardson met with First Sea Lord, United Kingdom Royal Navy, Adm. Phillip Jones and Chief of Staff of the Japan Maritime Self-Defence Force, Adm. Tomohisa Takei, Oct. 20, in the Pentagon.

**16) U.S., U.K., France Trilat - Mar 2017**

[https://www.navy.mil/submit/display.asp?story\\_id=99536](https://www.navy.mil/submit/display.asp?story_id=99536)

Chief of Naval Operations (CNO) Adm. John Richardson met in London with the First Sea Lord of the United Kingdom, Adm. Sir Philip Jones, Royal Navy and Chief of Naval Staff, Adm. Christophe Prazuck, French Navy, March 27.

**17) International Seapower Symposium - Sep 2016**

<https://navylive.dodlive.mil/2016/09/20/2016-international-seapower-symposium/>

Chief of Naval Operations Adm. John Richardson hosted the [22nd symposium](#) Sept. 21-23 at the [U.S. Naval War College](#) in Newport, Rhode Island. Senior representatives from more than 100 countries, including many of their senior-most navy and coast guard officers, attended the biennial even to create and solidify solutions to shared challenges and threats in ways that are in the interests of individual nations.

**18) International Seapower Symposium - Sep 2018**

[https://www.navy.mil/submit/display.asp?story\\_id=107164](https://www.navy.mil/submit/display.asp?story_id=107164)

CNO Adm. John Richardson and Naval War College President Rear Adm. Jeffrey Harley

co-hosted the symposium, which included more than 90 heads of service and eight former NWC presidents.

#### **CNO Diversity and Inclusion List:**

##### **1. Rating Modernization - Sep. 2016**

<https://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMIN/NAV2016/NAV16218.txt>

This modernization effort is the result of a review of Navy rating titles completed this year by the Master Chief Petty Officer of the Navy and his leadership mess. As a result, the Secretary of the Navy announced that the Navy will develop a new approach to enlisted ratings that provides greater detailing flexibility, training and credentialing opportunities, and ultimately translates Navy occupations more clearly to the American public.

##### **2. Enlisted Women on Subs - Aug. 2016**

<https://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMIN/NAV2016/NAV16098.txt>

The Navy is pleased to announce the selection of the following Sailors for training and assignment as the second group of enlisted female submariners. The interest in this program was strong, and selection was highly competitive.

##### **3. New Female Hair regs - July 2018**

<https://www.public.navy.mil/bupers-npc/support/uniforms/uniformregulations/chapter2/pages/2201personalappearance.aspx#hair>

##### **4. Unisex Uniform shift - Enlisted, Officers - Oct. 2016**

<https://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMIN/NAV2015/NAV15236.txt>

This NAVADMIN announces the planned fleet introduction of several new uniforms, the new designation of the male officer/chief petty officer (CPO) combination cover and enlisted white hat, and the expansion of the female handbag policy.

##### **5. Revised Tattoo Policy - March 2016**

<https://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMIN/NAV2016/NAV16082.txt>

This NAVADMIN announces the revision to the Navy's personal appearance policy as it pertains to tattoos and expands the manner of wear of the Navy Working Uniform Type II and III (NWU Type II/III).

#### **7. Navy Parental Leave Program Update - June 2018**

[https://www.navy.mil/submit/display.asp?story\\_id=106087](https://www.navy.mil/submit/display.asp?story_id=106087)

Navy announced the establishment of the Military Parental Leave Program in NAVADMIN 151/18, released June 21. The new program increases parental leave and combines the current family leave policies into one. The Military Parental Leave Program also aligns the Navy with recently released Department of Defense guidance pertaining to changes about parental leave.

#### **8. HYT Policy Update - June 2017**

[https://www.navy.mil/submit/display.asp?story\\_id=101148](https://www.navy.mil/submit/display.asp?story_id=101148)

The Navy is increasing its High Year Tenure policy for active component and Full Time Support E-4 through E-6 Sailors by two years in an effort to improve sea duty manning, the service announced Wednesday in NAVADMIN 143/17.

#### **9. PRT Update - June 2017**

<https://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINs/NAV2017/NAV17141.txt>

This NAVADMIN outlines new policies and initiatives to the Physical Readiness Program and continues our efforts to strike a better balance between physical readiness and mission accomplishment while reducing administrative distractions.

#### **10. MAP Program Update - Feb. 2019**

<https://www.public.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINs/NAV2019/NAV19031.txt>

This NAVADMIN updates reference (a) and announces new policy and guidance for the calendar year (CY) 2019 Meritorious Advancement Program (MAP) for active, full-time support and Canvasser Recruiter Sailors.